

MEMORANDUM OF UNDERSTANDING BETWEEN  
COVINA UNIFIED EDUCATION ASSOCIATION AND  
COVINA-VALLEY UNIFIED SCHOOL DISTRICT

**REGARDING COUNSELORS UNIT MODIFICATION**

**February 2, 2024**

The Covina-Valley Unified School District (District) and the Covina Unified Education Association (Association), hereinafter referred to as “the Parties,” jointly recognize that a supermajority of Counselors employed by District affirmatively wish to be represented by the Association and its respective affiliates. The Counselors are currently unrepresented and neither party is aware of other associations seeking to represent the employee group. Therefore, the parties agree to modify the Association’s bargaining unit as reflected in the following terms:

1. All employees, new and current, under the “Counselor” job description shall immediately be integrated into the CUEA bargaining unit. CUEA shall immediately become their exclusive representative.
2. Article 2.1 of the collective bargaining agreement shall be modified as **follows** ~~followed~~, at the first legal opportunity:

“2.1 The Board recognizes the Association as the exclusive representative for a certificated unit of employees for the purpose of meeting and negotiating with the District. The certificated unit shall consist of the following:

- Classroom Teachers
- Learning Specialists
- Teachers of Special Assignment (TOSA)
- School Nurses
- Speech and Language Pathologists
- Education Specialists (Special Education Teachers)
- Counselors
- Adapted PE Teachers
- Itinerant Teachers
- Children’s Center Teachers
- Adult Education Teachers who regularly work more than 24 hours per week
- Unit members in regular positions who occupy extra duty positions as delineated in the Agreement.”

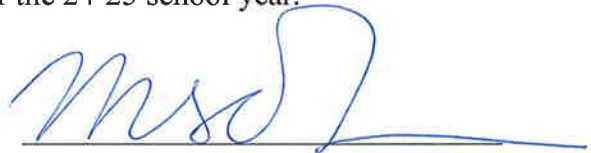
3. The current pay, benefits, and working conditions of Counselors shall remain status quo pending more detailed negotiations and discussions of any desired changes by the Parties **except as follows:**

- All new Counselors hired after the date of this MOU shall be enrolled in District sponsored health and welfare benefits and subject to the terms set forth in Article 16 of the CUEA Contract.
  - All current Counselors shall be subject to the terms governing health and welfare benefits set forth in Article 16 of the CUEA Contract effective January 1, 2025.
4. The Counselors shall immediately enjoy the standard legal rights afforded to represented employees under the Education Code, e.g. Weingarten rights.
5. The Parties agree to negotiate the remaining details of this unit modification during the successor contract negotiations forthcoming for the 24-25 school year.



For the Association  
Michelle Ramos

2/2/24  
Date



For the District  
Michele Doll

2.2.24  
Date